



**CITY OF KEIZER**  
**COMMUNITY DIVERSITY ENGAGEMENT COMMITTEE MINUTES**  
**February 2, 2023, 6:00 p.m.**

Chair Laura Reid called the meeting to order at 6:00 p.m. Attendance was noted as follows:

**Present:**

Laura Reid, Chair  
Benita Picazo, Vice Chair  
Shaney Starr  
Tammy Kunz  
Nevaeh Music  
Markey Toomes (6:30)  
Carrie Brown (6:07)  
Amy Bauer

**Absent:**

LaTonya Gibbs

**Staff:**

Tim Wood, Assistant City Manager  
Debbie Lockhart, Deputy City Recorder

**Consultant:** Buffalo Cloud Consulting

Dr. Christine Moses  
Rashmi Dixit

**APPROVAL OF MINUTES:** Tammy Kunz moved for approval of the January Minutes. Nevaeh Music seconded. Motion passed as follows: Reid, Picazo, Starr, Kunz and Music in favor with Bauer abstaining, Toomes and Brown absent at time of vote and Gibbs absent.

**APPEARANCE OF INTERESTED CITIZENS:** None

**INTRODUCTIONS**

- **New Committee Members:** Chair Reid welcomed Amy Bauer. LaTonya Gibbs was absent.
- **Buffalo Cloud Consulting:** Dr. Christine Moses and Rashmi Dixit introduced themselves sharing information about Buffalo Cloud Consulting and fielding questions regarding work with local governments. Lengthy discussion took place regarding centering the most marginalized voices to have the most perfect design for diversity and inclusion, identifying engagement of the community and Council, determining specific deliverables from Council, focusing on engagement or diversity or both, using the collective knowledge of the committee, committee appointment process, determining committee goals and actions, and aligning definitions.

Dr. Moses explained that her firm could help the committee work through their structural process, see where relationships are, increase awareness of diversity, equity and inclusion, and help with alignment of definitions.

Committee members stressed the importance of recognizing everyone's cultural background, giving advice to Council in a way that will bring more engagement with the community, determining what action to take in order to show the community that they are being listened to, engaging young people, neighborhood associations and the homeless population, and having a meaningful impact.

**REVIEW EQUITY AGREEMENTS:** It was suggested that ‘Grace and Forgiveness’ should be included in the Equity Agreements. Rashmi Dixit suggested that the committee should devote an entire meeting to this review and discussion.

**REVIEW COMMITTEE TASK AND PURPOSE:** Task and Purpose are to be included in every packet for the benefit of the committee members.

**CONTINUE PLANNING KEIZER’S 40<sup>TH</sup> BIRTHDAY CELEBRATION:** Councilor Dan Kohler reviewed what had been planned to date and questioned if there would be money budgeted to pay for services, decorations, food, etc. He noted that a DJ had been enlisted to play 80s music at a dance that is planned for Friday night. Chair Reid noted that it is hoped that the event will be a ‘hometown’ sort of event rather than a polished production. Discussion followed regarding recruiting bands (Keizer Community, School and Mariachi) through invitation in the Keizertimes; inviting various school clubs and dance groups; planning activities such as a bike parade, skate contest, and scavenger hunt; and partnering with the Museum, Keizer Fire and Keizer Police. The following tasks were assigned:

- Tammy Kunz – Contact Elementary Schools
- Nevaeh Music – Contact McNary & Middle Schools
- Laura Reid – Sign Up Sheets, Scheduling, Location
- Carrie Brown – Multicultural Music
- Benita Picazo – Work with Tammy to Invite Youth Organizations and Neighborhood Associations
- Amy Bauer – Contact Dance Studios
- Markey Toomes – Contact Food Truck Vendors

Finance Director Tim Wood noted that the Committee would know if they had funds to work with after the February 21 Council meeting. He also shared information regarding a page on the city website specifically for the 40<sup>th</sup> Birthday party information. Committee members indicated that when it goes live, they would share the link with other publications such as the Keizertimes, the Piper Daily and Neighborhood Association Facebook pages.

**OTHER BUSINESS:** Members were reminded of the ‘Committee Presentation Assignments’. It was agreed that this project would be discussed at the next meeting so that new members and those who had not yet volunteered could do so.

Tammy Kunz reviewed her report which included results of a survey done in the Kennedy Elementary School area.

**ADJOURN** Meeting adjourned at 7:46 p.m.

***Next meeting: March 2, 2023***

Approved: 03-02-23